BUSINESS PLAN

FOR THE PERIOD OF 2004 / 2005 TO 2006 / 2007

Persons with Developmental Disabilities

Alberta Provincial Board

MAP OF REGIONS

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ACCOUNTABILITY STATEMENT

THIS BUSINESS PLAN OUTLINES DIRECTION for a three-year period commencing April 1, 2004, and was prepared under the direction of the Persons with Developmental Disabilities (PDD) Provincial Board in accordance with the *Government Accountability Act* and the government's accounting policies. The Board operates under the authority of the *Persons with Developmental Disabilities Community Governance Act* and is therefore accountable to the Minister of Community Development and to the community and the people it serves.

I understand and am aware that all of government's policy decisions as of April 1, 2004 that may bear any material, economic or fiscal implications have been considered in preparing this plan. What's more, the Board's priorities were developed within the context of the government's business and fiscal plans.

The Provincial Board stands by the contents of this document and is committed to achieving the outcomes as stated herein.

Betty Thompson, Chair

PROVINCIAL BOARD MEMBERS

Betty Thompson
Chair

Blair Lundy
Vice Chair

Paul Renfree
Northwest Alberta
Community Board

Don Schultz
Northeast Alberta
Community Board

Don Risdon
Edmonton Region
Community Board

Ron Crossley
Central Alberta
Community Board

Donna Vickery
Calgary Region
Community Board

Sharon Rowntree
South Alberta
Community Board

MEMBERS AT LARGE

Norma Berg

Donna Desjardins

Jim Johnson

Gordon Pearce

Donald Saunderson

Frank Schoenberger

Barbara Stewart

THE COMMUNITY GOVERNANCE STRUCTURE

THE PDD COMMUNITY GOVERNANCE STRUCTURE, as established in legislation, consists of a Provincial Board and six Community Boards. The PDD Provincial Board reports to the Minister of Community Development, who appoints the PDD Board members. The Community Boards are accountable to the Minister through the PDD Provincial Board.

It is essential that the issues and needs – as well as the thoughts and ideas – of adults with developmental disabilities and their families/guardians are brought to the attention of the Provincial Board as part of the process to establish provincial direction, policy and long term program direction. To this end, the Chair of each Community Board sits as a full voting member of the Provincial Board. Each Chair also brings forward information gathered through local consultation processes. The Provincial Board uses this information to make decisions on provincial directions in keeping with perspectives provided by the members at large.

PDD VISION

An Alberta that honors and respects the dignity and equal worth of persons with developmental disabilities.

We see people with developmental disabilities:

- living and participating in communities as full citizens.
- having control and choice in the activities of their daily lives.
- participating with other citizens in ordinary life activities of working, socializing and conducting daily affairs.

We see:

- supports and systems that enable people to reach their goals.
- highly valued staff providing outstanding service.
- a governance system that is responsive to individuals, families, guardians, and their community.

THE COMPREHENSIVE BUSINESS PLAN

THE PROVINCIAL BOARD BUSINESS PLAN PROVIDES A COMPREHENSIVE OVERVIEW of the strategic directions, goals, performance measures and resource requirements for the PDD system and establishes a framework for each Community Board Business Plan. The plan is developed through consultation with individuals with developmental disabilities, their families/guardians and other stakeholders and in collaboration with Community Boards.

Link to the Alberta Government and Ministry Business Plans

AS AN AGENT OF THE CROWN funded by the provincial government within the Ministry of Community Development, the PDD Provincial Board, through its business plan, and its day-to-day business is aligned with and accountable to the government of Alberta and the Minister of Community Development. The following business plan supports the government of Alberta Business Plan and the Ministry of Community Development Business plan through the following goals:

"Albertans will be self-reliant and those unable to provide for their basic needs will receive help" (Alberta Government Business Plan Goal 4)

"Ensure that Albertans with disabilities have the opportunity to be fully included in the social, economic and cultural life of the province and that adult Albertans in care are protected from abuse." (Alberta Community Development Business Plan Goal 3)

PDD MISSION

To create an Alberta where adults with developmental disabilities are included in community life.

PRICIPLES FOR DETERMINING INDIVIDUAL SUPPORT NEEDS

Foundation Principle

THE PDD PROVINCIAL BOARD BELIEVES that individuals, with the assistance of their families and friends, are the primary source for identifying what is best for themselves and what kinds of supports they require.

Supplementary Principles

RECOGNIZING THAT MANY ADULTS with developmental disabilities require the assistance of paid supports to live, work and participate in community, supplementary principles have been identified to guide supports funded by PDD.

- Supports assist individuals to be fully included and live meaningful lives in the community.
- Supports are adequate, flexible and individualized, while being responsive to personal and family changes, as well as community dynamics.
- Supports assist individuals to maintain and build their connections and relationships with family, friends and other community members, and should not define all aspects of the person's life.
- Supports recognize the potential of individuals and provide them with opportunities for continuing growth, personal development and life-long learning.
- Supports respond to the direction determined by individuals, their families and guardians, being careful to follow their lead, rather than taking control.

PDD VALUES

- Treating people with integrity, dignity and respect.
- Being open and honest in all dealings with others.
- Creating equity, effective stewardship and accountability.
- Ensuring choices are available for persons with developmental disabilities.

CHALLENGES AND OPPORTUNITIES

- Working within the framework of a Government of Alberta Business Plan that signals the beginning of a new era where the diverse gifts of all Albertans will be valued.
- Appreciating solid, historical relationships with community-based organizations as one of the foundations of supporting persons with developmental disabilities.
- Supporting the capacity of communities to include individuals with developmental disabilities.
- Shifting from governing to governance with a new approach to public policy development.
- Defining the types of accountability that are desirable and the required governance approaches.
- Establishing the right kind of relationships within each sector of the PDD Provincial Board's governance framework to ensure Albertans with developmental disabilities are living inclusive lives.
- Developing a long- term resource allocation strategy that supports an effective governance system in realizing its vision, mission and values.

STRATEGIC PRIORITIES

- Addressing barriers to community living for persons with developmental disabilities such as affordable housing, meaningful employment, and public transportation.
- Supporting and valuing a community rehabilitation workforce as primary partners in achieving our vision and mission.
- Continuing to support the development of community capacity to include individuals with developmental disabilities.
- Defining and clarifying the relationships and accountabilities among stakeholder groups and the Provincial Board needed to achieve its vision and mission.

GOALS, STRATEGIES AND MEASURES

CORE BUSINESS ONE

To enable adults with developmental disabilities to sustain quality lives.

CORE BUSINESS TWO

To recognize and support communities' capacity to include persons with developmental disabilities in community life.

CORE BUSINESS THREE

To ensure the community governance system is responsive and accountable to individuals with developmental disabilities, their families/guardians, and their communities.

GOAL 1

Adults with developmental disabilities are living quality lives as full citizens in their communities.

What it Means

PDD ensures that its processes are collaborative, person-centered and responsive so that:

- Individuals' preferences are honored and in the design and delivery of supports.
- Parents/guardians are meaningfully involved in decision-making, and can expect that service providers are accountable to them.

Strategies

1.1 Ensure the hopes, dreams and interests of individuals with developmental disabilities and their families are the basis for the design and delivery of their supports.

1.2 Continue to strengthen PDD's approach to prevention of abuse of individuals with developmental disabilities.

1.3 Support transition planning for persons with developmental disabilities moving through life stages.

1.4 Support the continued development of self-advocacy and family leadership.

Performance Measure

1.1 Choice and control being exercised by adults with developmental disabilities who are supported by PDD-funded services.

Last Actual 03-04	Target 2004-05
94%	95%

Data Source: *Creating Excellence Together* Cerification Evaluations

GOAL 2

Persons with developmental disabilities are participating in and contributing to the Alberta economy.

What it Means

Through policy and practice, Provincial and Community Boards increase the extent to which persons with developmental disabilities are supported by inclusive, community-based supports, so that:

- Individuals and families are accorded full rights and responsibilities to exercise choice and are able to change supports with ease.
- Employers are supportive of employees with developmental disabilities; those individuals who working are fairly compensated.
- More people with developmental disabilities are choosing to live in their own homes.
- The community rehabilitation service sector is valued and supported for their specialized knowledge and skills.

Strategies

2.1 Work with Community Boards to promote, and facilitate community employment for adults with developmental disabilities.

2.2 Work with individuals and their families, and community partners to reduce barriers to community living and home ownership for individuals with developmental disabilities.

2.3 Support the Alberta Association of Rehabilitation Centres and other organizations to develop and implement a long-term strategic plan for the community rehabilitation sector.

2.4 Ensure all PDD-funded service providers are certified under the Alberta Association of Rehabilitation Centres (AARC) *Creating Excellence Together Standards* (CET).

2.5 Formally recognize exemplary service and leadership among PDD service providers and staff.

2.6 Raise awareness of the value of individuals with developmental disabilities contributing as workers, volunteers and consumers of goods and services.

2.7 Work with the community rehabilitation sector and families in supporting individuals with developmental disabilities to have inclusive, quality lives.

Performance Measures

2.1 Adults with developmental disabilities supported by PDD-funded services are participating in and contributing to Alberta's economy through employment and participating in productive or skill development activities.

Last Actual 03–04	Target 2004–05
34.6%	37%

Data Source: PDD Information System

2.2 Annual turnover in the community service provider workforce.

Last Actual 02–03	Target 2004–05
31.9%	31.5%

Data Source: Turnover Survey

GOAL 3

Government supports and services are responsive to persons with developmental disabilities.

What it Means

Within PDD, through policy and practice:

- Individuals with developmental disabilities have access to stable funding, choices in funding mechanisms and supports, and flexible funding policies that are responsive to individual situations.
- PDD-funded service providers experience streamlined, consistent and responsive management processes.

Across government, through collaboration and partnership with other jurisdictions at the federal, provincial and municipal levels of government:

- Issues for persons with disabilities related to government-funded programs are resolved.
- Government entities are responsive to people with developmental and other disabilities.

Strategies

3.1 Ensure PDD practices are aligned with policy and user-friendly, accountable and affirm the role of individuals and their families in determining the nature and scope of supports.

3.2 Ensure government staff working for PDD have the skills, ability, and knowledge to facilitate community inclusion and full citizenship.

3.3 Partner with other government entities at the local and provincial level to address systemic barriers that impede community inclusion for persons with developmental and other disabilities.

3.4 Collaborate with groups developing supports for individuals with other disabling conditions who do not meet the mandate of PDD.

Performance Measures

3.1 Family/guardian approval of PDD's staff responsiveness.

Last Actual 02-03	Target 2004-05
86.9%	90%

Data Source: Satisfaction Survey

3.2 Satisfaction, by families/guardians of persons with developmental disabilities, with PDD-funded services.

Last Actual 02-03	Target 2004-05
88.7%	90%

Data Source: Satisfaction Survey

GOAL 4

Communities welcome and include persons with developmental disabilities as full citizens.

What it Means

Through collaborative efforts and investment in community capacity:

- Individuals with developmental disabilities have reciprocal, positive relationships with friends, family and the broader community.
- Communities have the capacity and desire to fully include all community members.
- Individuals have full access to community recreational, cultural, educational and spiritual activities at every life stage.
- First Nation persons with developmental disabilities are living quality lives as full citizens in their chosen communities.

Strategies

4.1 Develop and invest in a strategic framework to support the development of community capacity to include individuals with developmental disabilities.

4.2 Support Community Boards to strengthen connections to community supports, including education, transportation and health services, for individuals with developmental disabilities.

4.3 Support community research and research-related projects that promote community inclusion for people with developmental disabilities.

4.4 Support initiatives and organizations that facilitate opportunities for individuals with developmental disabilities to build and strengthen personal support networks in the community.

4.5 In partnership with Community Boards, work with First Nation and other Aboriginal communities to support their development of capacity to respond to community members with developmental disabilities.

Performance Measure

4.1 Qualitative assessment of PDD community capacity initiatives.

Last Actual 02-03	Target 2004-05
NA	2nd Report

Data Source: Community Board Reports

GOAL 5

PDD community governance is effective and accountable.

What it Means

Provincial and Community Boards have governance policies and practices that ensure:

- A 'people –first' focus.
- Individuals/families and other stakeholders have direct input into policy development.
- Roles and responsibilities are clear.
- Mechanisms are in place to ensure accountability to individuals and their families for outcomes related to PDD-funded supports.

Strategies

5.1 Allocate PDD resources in a manner that supports individuals with developmental disabilities to live quality lives, and strengthens community capacity.

5.2 Ensure PDD Boards, provincially and at the regional level, manage within allocation.

5.3 Demonstrate best practice in community governance.

5.4 Clarify/define roles, responsibilities and authority exercised across PDD.

5.5 Involve, listen and respond to adults with developmental disabilities and their families, guardians, personal support networks and communities, at the Community and Provincial Board level.

Performance Measures

5.1 Provincial and Community Boards manage within allocation.

Last Actual 03-04	Target 2004-05
100%	100%

Financial Reports

5.2 Provincial Board achieves targets for every business plan performance measure.

Last Actual 02-03	Target 2004-05
91%	100%

All of the preceding Data Sources.

Persons with Developmental Disabilities Provincial Board

BACKUP FOR BUDGET 2004
ROLL UP BY PROGRAM

(thousands of dollars)

	Comparable 02/03 Actuals	Comparable 03/04 Budget	Comparable 03/04 Forecast	04/05 Estimates	05/06 Projected	06/07 Projected
REVENUE						
Internal Government Transfers						
Transfer from Department	403,693	440,503	440,503	465,606	484,606	494,606
Investment Income						
Interest 180	–	–	166	181	181	
Other Income						
Other Revenues	82	500	500	500	500	500
Total Revenues	**403,955**	**441,003**	**441,003**	**466,272**	**485,287**	**495,287**
EXPENSE (By Element)						
Board Governance	159	148	148	155	155	155
Supports to Delivery System	5,750	20,685	10,264	13,407	15,310	17,036
Financial Assistance to Community Boards:						
Northwest Region Community Board	15,048	15,639	16,209	17,232	18,044	18,463
Northeast Region Community Board	19,399	20,697	21,500	22,886	24,007	24,607
Edmonton Region Community Board	115,571	122,374	125,706	132,697	138,147	140,831
Central Region Community Board	107,108	111,966	112,901	116,471	118,919	119,839
Calgary Region Community Board	96,663	102,473	106,245	112,780	118,241	121,274
South Region Community Board	44,456	47,111	48,105	50,708	52,477	53,095
Total Operating Expenses	404,154	441,093	441,078	466,336	485,300	495,300
Gain/(Loss) on Disposal	–	–	–	–	–	–
Net Revenue/(Expense)	**(199)**	**(90)**	**(75)**	**(64)**	**(13)**	**(13)**
Capital Investment	–	–	–	–	–	–
Less: Disposal of Capital Assets	–	–	–	–	–	–
Less: Amortization	(65)	(80)	(65)	(54)	(3)	(3)
Increase/(Decrease) in Capital Assets	(65)	(80)	(65)	(54)	(3)	(3)
Surplus/(Deficit)*	**(134)**	**(10)**	**(10)**	**(10)**	**(10)**	**(10)**

* Includes capital investment and amortization.

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